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FINAL REPORT


Authors: W. Klein - D. Ledoux

Title: Census Analysis of the  
Public Service of Canada

Div: IV

Internal Research Project No. 1





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Division IV

INTRODUCTORY NOTE

TITLE: CENSUS ANALYSIS OF THE PUBLIC SERVICE OF CANADA  
by W. Klein and D. Ledoux

NOTES: The attached census analysis is the first of a series of language reports on the ethnic-linguistic composition of the public service of Canada, several provinces and several municipalities.

A second major study of the federal service is now in process and will provide a deeper description and analysis of ethnicity and language.

It is expected that the attached report will be one of the first to be reviewed by the Study Group A.

Meyer Brownstone  
Supervisor  
Public Service Research



## CENSUS ANALYSIS OF THE PUBLIC SERVICE OF CANADA

W. KLEIN

D. LEDOUX

OCTOBER 27, 1965





### Summary

A sample of 220,000 public servants was developed with the aid of Census of Canada data. The linguistic, ethnic, and occupational structure of the sample was described in relation to sex, income and place of residence.

About 70 per cent of the public service sample was male, with men more evenly distributed in the occupational categories than females. Mean average annual income in wages and salaries for the entire sample was \$3,570, but men consistently enjoyed higher incomes than women.

Income differences were noted for all variables chosen for analysis. Highest incomes occurred for public servants resident in the Northwest Territories, the Yukon, Ontario, and British Columbia, and the lowest incomes occurred among public servants resident in the Maritimes.

The most remunerative occupations were managerial or professional in nature. Professional engineers came first among the nine occupational categories with an average annual income of \$7,353. The next most remunerative group contained managers (\$6,016) followed by physical and biological scientists (\$6,607). The lowest-paid occupational category consisted of labourers (\$2,275).

Public servants who were bilingual generally earned the highest incomes (\$3,782), followed by those who spoke only English (\$3,560), only French (\$2,388), or

## RESULTS

A sample of 15,000 public servants was developed with the aid of Census of Canada data. The sample was ethnic and occupational structure of the sample was described in relation to sex, income and place of residence.

About 70 per cent of the public-service sample was male, with men more evenly distributed in the occupational categories than females. Mean average annual income in wages and salaries for the entire sample was \$1,550, but men consistently enjoyed higher incomes than women.

Income differences were noted for all variables chosen for analysis. Highest incomes occurred for public servants residing in the Northwest Territories, the Indian, Inuit, and British Columbia, and the lowest incomes occurred among public servants resident in the Northwest Territories.

The most remunerative occupations were managerial or professional in nature. Professional occupations came first among the nine occupational categories with an average annual income of \$2,150. The next most remunerative group consisted managers (\$2,000) followed by physical and biological scientists (\$1,800). The lowest-paid occupational category consisted of laborers (\$1,250).

Public servants who were bilingual generally earned the highest incomes (\$1,750), followed by those who spoke only English (\$1,550) and those who spoke only French (\$1,450).



neither English nor French (\$1,971).

Public servants who claimed English as a mother tongue were superior in income (\$3,660) to those who claimed French (\$3,390) or Other (\$3,228). British public servants received the highest incomes regardless of official language grouping, and the highest incomes of all occurred for British public servants who were bilingual.

Persons who claimed English as a mother tongue made up fifty-five per cent of the sample, and persons who claimed French or some other mother tongue represented twenty-seven and eighteen percent, respectively. English-speaking public servants were over-represented in comparison to their proportion of the total Canadian population of similar age, and persons of other origins were correspondingly under-represented. Higher proportions of non-French public servants occupied professional and managerial positions. Bilingual personnel were found proportionately more often than unilingual personnel in managerial or professional positions, with British public servants in this group receiving the highest rewards.

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Census Analysis of the Public Service of Canada<sup>1</sup>

W. Klein  
D. Ledoux

I. Introduction

One of the principal preoccupations of the Royal Commission on Bilingualism and Biculturalism has been to undertake several studies of the public service of Canada. Some of these studies were concerned with a description of administrative procedures, while others focused on particular government agencies. However, the diversity of this research did not yield a global picture of the public service in its entirety. To attain this objective, recourse was made to a total census of the public service, and this report represents its results.

In its census of Canada in 1961, the Dominion Bureau of Statistics collected information concerning all occupations and industries in the Canadian economy. In collecting the data for this project, all of the computer tapes on which the necessary information existed were re-processed, separating public servants from the remainder of the labour force. The data for these public servants were then tabulated in the usual census style, and delivered to the RCBB for analysis.

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1 For the purpose of this report, "public service" will refer to all employees of the Government of Canada, whether or not they fall under the authority of the Civil Service Commission. The problems encountered in following this definition are explained in the text.





The general objective of this project was to analyse the census data on government employees with emphasis on the representation of major Canadian ethnic groups, and on the factors which differentiated these groups in terms of income, occupation, and language. Not all of the variables which were necessary to make a complete description of the public service were available from the census data and for this reason it will be possible to make only tentative conclusions with regard to the factors which were most likely to assure a successful career for a government employee. Only mother tongue, official language, ethnic origin, income, occupation, and province of residence were tabulated,<sup>2</sup> and other important variables such as education, religion, years of service, position, age, and birthplace were absent from these tabulations.<sup>3</sup>

The tables requested by the Royal Commission on Bilingualism and Biculturalism of the Dominion Bureau of Statistics were intended for many purposes, and it was necessary to reconcile many demands in designing a suitable program for the census analysis. Consequently, some of the categories within the variables employed in this study were not wholly adequate for its objectives. The ten categories which

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2 Definitions of these variables will be found in appendix A.

3 Furthermore, variables which might have illuminated inter-generational mobility, such as father's occupation and father's education were not part of the Dominion Bureau of Statistics census program.





formed the rubric of "occupation" were well-defined in terms of their components, but some of these categories such as "other professional", "clerical", "craftsmen", "labourers", "other", and "not stated" were too vast in their reference to be meaningful in describing particular positions in the public service. The occupations referred to as "other professional" contain all physicians, lawyers, artists, architects, economists, and other professions whose numbers are small but important in designing government policy. It was impossible to analyse these occupations because no separate data were available for them. For "professional engineer" however, we can be more explicit because this category is both well-defined and of limited reference.

When first conceived, the census of the public service was intended to include all employees of the Canadian government, without regard to location in either crown corporations or departments. As plans progressed, it became feasible to separate the Canadian National Railways, Air Canada, the Canadian Broadcasting Corporation, the National Research Council, Central Mortgage and Housing Corporation, the Armed Forces and the Civil Service for separate treatment, leaving only those industries classified in the Standard Industrial Classification Manual<sup>4</sup> as Defence Services, Other Federal Administration, and Post Office in the tabulation, with the occupation of Commissioned Officers and Other Ranks of the

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<sup>4</sup> Dominion Bureau of Statistics, Standard Industrial Classification Manual, Queen's Printer, 1960, Ottawa.



Armed Forces omitted.<sup>5</sup> This selection of industries resulted in a sample which included all of the public service except the large crown corporations such as the CNR, but the exact boundaries of the sample universe could not be precisely defined because of the complexity of Government enterprise. It conforms neither to Schedule A of the Financial Administration Act nor to the government departments which fall under the Civil Service Act.

The ambiguity encountered in fixing the boundaries of the sample universe should not be regarded as a major defect in its design, but as an assurance that the subjects falling within it were not merely restricted to those in the Civil Service. According to the Royal Commission on Government Organization, the sample is almost twice the size of the number of all public servants who were reported as falling entirely under the authority of the Civil Service Act, but it is half the size of the total number of persons whose employer was the Government of Canada.<sup>6</sup> Nowhere else in Canada would it have been possible to assemble such a large number of persons sharing the same employer.

Throughout this report, "income" referred to gross wages and salary income (before deductions) earned during the period June 1, 1960 to May 31, 1961. It represented the sum of all

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For details of the industries which make up the universe see Appendix B. The occupations which were deleted from these industries represent occupational codes 407 and 408 in the Occupational Classification Manual.

6

Royal Commission on Government Organization, Management of the Public Service, Vol. I, p. 318, Queen's Printer, Ottawa, 1965.





wages, salaries, commissions, tips, and piece-rate payments from all employers during this period, but excluded supplementary sources of income such as rent, interest, life insurance, and dividends.<sup>7</sup> The latter sources of income might have been valuable in distinguishing between ethnic groups, especially at higher levels of income, but this point must be neglected by the analysis because of this arbitrary definition of income.

Strictly speaking, unless the duration of a career is known along with the speed at which promotions were obtained, career success cannot be determined. The absence of any information in this project regarding years of service, level of authority, and education leaves income as the sole variable which might be of any significance in outlining career success among public servants. Differences in the extent to which **the three major** ethnic groups are present in any income interval is merely an indication of representativeness. Unless their presence can be tied down to a time span (by holding years of service constant), career success has not been measured.

The relation between income and other measures of success like authority level or the right to make decisions on behalf of others is a real one, and no doubt there is a positive relationship between income and years of service. Income has

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7 Also excluded are all payments for expenses incurred in connection with employment, such as room and board, and travel. The possibility that some members of the sample may have had more than one employer or that some of them may have been self-employed, during the census period should not be overlooked as a factor which might have differentiated the groups within the universe.





crucial relevance for the determination of career success, but it must be conjoined with these other factors to yield a just description of this issue. The absence of other variables forces income to stand alone as a descriptive tool, but its isolation need not prevent at least tentative conclusions about the differences in success among ethnic groups in the Canadian public service.

"Province of residence" is self-explanatory. It does not refer to place of birth or to place of work. The correspondence between these factors depends on the area in question. For example, the location of the Ottawa Metropolitan Area on the Quebec-Ontario boundary means that an undetermined number of public servants live in Quebec but work in Ontario.

The cultural backgrounds of public servants which this study explored referred to their membership in the three major ethnic blocks in the Canadian population. This aspect of the sample was described in three dimensions.

1. Mother tongue: the language a person first learned in childhood and is still able to understand. This variable was defined with three categories--English, French and Other. The third group actually represents a residual category, but it was included in the analysis as if it had been a wholly distinguishable mother tongue.

2. Official language: the ability of a person to understand English and/or French. This variable was defined with four categories--English only, French only, both English and French, and neither English nor French. Unilingualism and



bilingualism refer only to familiarity with the two Canadian official languages. In other words, a person with the Other mother tongue who was termed bilingual in fact was familiar with at least three languages.

3. Ethnic origin: the "ethnic or cultural group"<sup>8</sup> to which a person or his paternal ancestor belonged upon emigration to North America. This variable was defined with three categories--British, French, and Other. As in the case of mother tongue, the group referred to as "Other" represented a residual category which for analytical purposes was treated as a wholly distinguishable entity. No details concerning the composition of the Other ethnic group will be given.

Both "ethnic origin" and "mother tongue" were thus available as major independent variables in analysing the sample of public servants for differences in income, occupation, residence, and sex. Both of these variables refer to public servants as members of cultural groups whose existence as separate entities has been sustained for generations. It was assumed that the variable which most directly divided the members of the sample into groups which shared the same cultural backgrounds would be a sharper analytical tool than a variable which drew at best only hazy distinctions between these groups.

Language is the vehicle of culture, whether it persists or changes. The language a person claims to speak may differ from the one spoken by the ethnic group to which he claims to belong, but it is a better index of the culture to which he

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<sup>8</sup> Census of Canada, 1961, Form 2A.





has been exposed than his mere claim to membership. Clearly, mother tongue is more closely associated with language than ethnic origin, which places emphasis on group membership without regard to knowledge of the language of that group. Hence, mother tongue was chosen as the major independent variable, supplemented by ethnic origin when necessary.

## II ANALYSIS

### 1. Representativeness of the public service

Six-tenths of the 223,779 persons sampled by this study lived in the two provinces of Quebec and Ontario. A comparison between the geographical distributions of the sample and of the total Canadian population (TABLE I) shows that the

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TABLE I

Geographical distribution of place of residence of public servants and of total Canadian population, by percentage, 1961.

<u>Geographical Region</u>	<u>Public Service</u>	<u>Canada Population</u>
N	223,779	18,238,000
%	100.0	100.0
Newfoundland	2.4	2.5
Prince Edward Island	.7	.6
Nova Scotia	7.1	4.0
New Brunswick	3.5	3.3
Quebec	18.2	28.8
Ontario	41.8	34.2



(TABLE I cont'd)

Geographical Region	Public Service	Canada Population
Manitoba	5.0	5.1
Saskatchewan	3.9	5.1
Alberta	6.6	7.3
British Columbia	9.4	8.9
Yukon	.5	.1
Northwest Territories	.9	.1

distribution of provinces in which public servants resided did not correspond to the same distribution for the total Canadian population. Although most discrepancies are slight, the greatest differences are found for Ontario and Quebec where representation in the public services varied by +7.6% and -10.6% respectively. The over-representation of Ontario residents in the public service is probably due to the location of the Canadian capital in this province. The exact effect of this factor is difficult to evaluate in the absence of demographic data regarding differences between the public service and the total Canadian population in terms of birth, death and migration rates.

Within the public service itself, some of the occupational categories were not represented within the provinces on a par with their representation in the public service. The most obvious example of this situation is Ontario, which with forty-two per cent of the public service residing in that province, had more than half of all managers, engineers,





physical and biological scientists, and other professionals. Other provinces, particularly those which are distant from Central Canada, such as the Northwest Territories, Newfoundland, and Nova Scotia, had more than their share of the low-income occupations of craftsmen and labourers.

A comparison can be made between the public service and the population of similar age with regard to mother tongue. The proportions of those claiming English, French and Other mother tongue twenty to sixty-four years of age in the total Canadian population were 55.2, 27.2 and 17.6 per cent respectively. Since the same proportions in the public service were 70.8, 22.6, and 7.2 per cent, respectively, persons claiming English as a mother tongue were over-represented, while persons claiming French and Other mother tongues were under-represented.

It is also possible to compare the representation of ethnic origins in the public service to their representation in the labour force and total population, providing that certain qualifications are made with regard to the comparability of these data. The chief differences between the data on the public service and the labour force rest on the greater variety of characteristics within the labour force universe, which includes persons 15 years of age and over who were reported as having a job of any kind, either part-time or full-time (even if they were not at work) or were reported as looking for work, during the week prior to enumeration. The age, regularity of work, and unemployment rates of public servants cannot be ascertained, but the influence of these



factors on the workers in the public service may be very different than in the entire labour force.<sup>9</sup> Bearing these reservations in mind, a comparison of ethnic origin representation in the public service to its representation in the Canadian labour force and total Canadian population will be found in TABLE II. It shows that persons of British and French ethnic origins were progressively over-represented and under-represented, respectively as

TABLE II

Percentage distribution of ethnic origins  
in the Canadian public service, labour  
force and total population, 1961

<u>Area</u>	<u>Ethnic Origin</u>			
	TOTAL	British Isles	French	Other
Public Service	100.00	58.6	24.1	17.3
Labour Force	100.00	44.2	27.7	28.1
Population	100.00	43.8	30.4	25.8

the size of the base population narrows. Persons of Other ethnic origin were under-represented in the public service in comparison to their share of the labour force and the total Canadian population, but they were slightly over-represented in the labour force in comparison to the total population.

<sup>9</sup>

It is not a contradiction to speak of unemployment in the public service, because a public servant could have separated from the public service during the year previous to May 31, 1961 without regaining employment elsewhere. Other major differences between these two universes are related to type of earnings and population base. The public service sample contained only wage and salary earners who did not reside on a farm. The labour force data included self-employed persons in addition to wage and salary earners, and included farm workers.





The problems in comparing the public service to the total labour force partially disappear if average annual incomes are compared, because these data refer only to wage and salary earners.<sup>10</sup> As TABLE III shows, each ethnic group enjoys a higher average annual income in the public service than in the labour force, with persons of British origin superior to the other ethnic groups in both instances. However, since the income differential is largest for the French Canadians, it appears that they benefit most as government employees.

TABLE III

Average annual income of total labour force and public service by ethnic origin, 1961.

		<u>Ethnic Origin</u>			
		<u>All</u>	<u>British Isles</u>	<u>French</u>	<u>Other</u>
(1)	Public service	\$3,570	\$3,708	\$3,378	\$3,371
(2)	Labour force	3,191	3,515	2,802	3,029
	(1) - (2)	+ 379	+193	+ 576	+ 342

A comparison between the total Canadian population and the public service was also made for the incidence of persons speaking one or both official languages (TABLE IV).<sup>11</sup>

<sup>10</sup> These data were based on responses to Question 25 of Form 2A in the Census of Canada 1961.

<sup>11</sup> The logical framework of this census analysis requires a change in variables for the discussion of official language. A person whose official language is English only cannot claim French as a mother tongue, and a person whose official language is French only cannot claim English as a mother tongue. Hence, a cross-tabulation of mother tongue and official language leaves empty the cells which represent English only x French mother tongue and French only x English mother tongue. Since these cells are both logically and empirically filled when mother tongue is replaced by ethnic origin, the latter variable will be used in the analysis of official language which follows.



There was a tendency for the public service to have a higher proportion of bilingual workers than the Canadian population at large of the same age range. When this comparison was pursued by taking each group of persons with the same ethnic origin separately, the distributions of public servants of British and Other ethnic origins in the four official language categories were not greatly different than the corresponding distributions for these groups in the total Canadian population. A much higher proportion of the French Canadians was bilingual, and French Canadians who were unilingually French were deeply under-represented. In other words, French Canadian public servants were more bilingual than the population from which they had been drawn.\*

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TABLE IV

Percentage distribution of persons in the public service and total population aged 20 - 64 years speaking the official languages of Canada, 1961.

Official Language	Public service	Total population
Total	100.0	100.0
English Only	72.4	66.9
French Only	3.5	14.6
Both English & French	23.9	17.3
Neither English nor French	.2	1.2

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\* Subsequent analysis showed that the proportion of bilingual persons in the public service was only slightly higher ( 3.6%) than the same measure for all wage-earners in the Canadian labour force. Each group of persons with the same ethnic origin in the public service had a higher proportion of its members which was bilingual than the corresponding group of wage-earners in the labour force. As expected, this difference was greatest for the French Canadians.





## 2. Sex

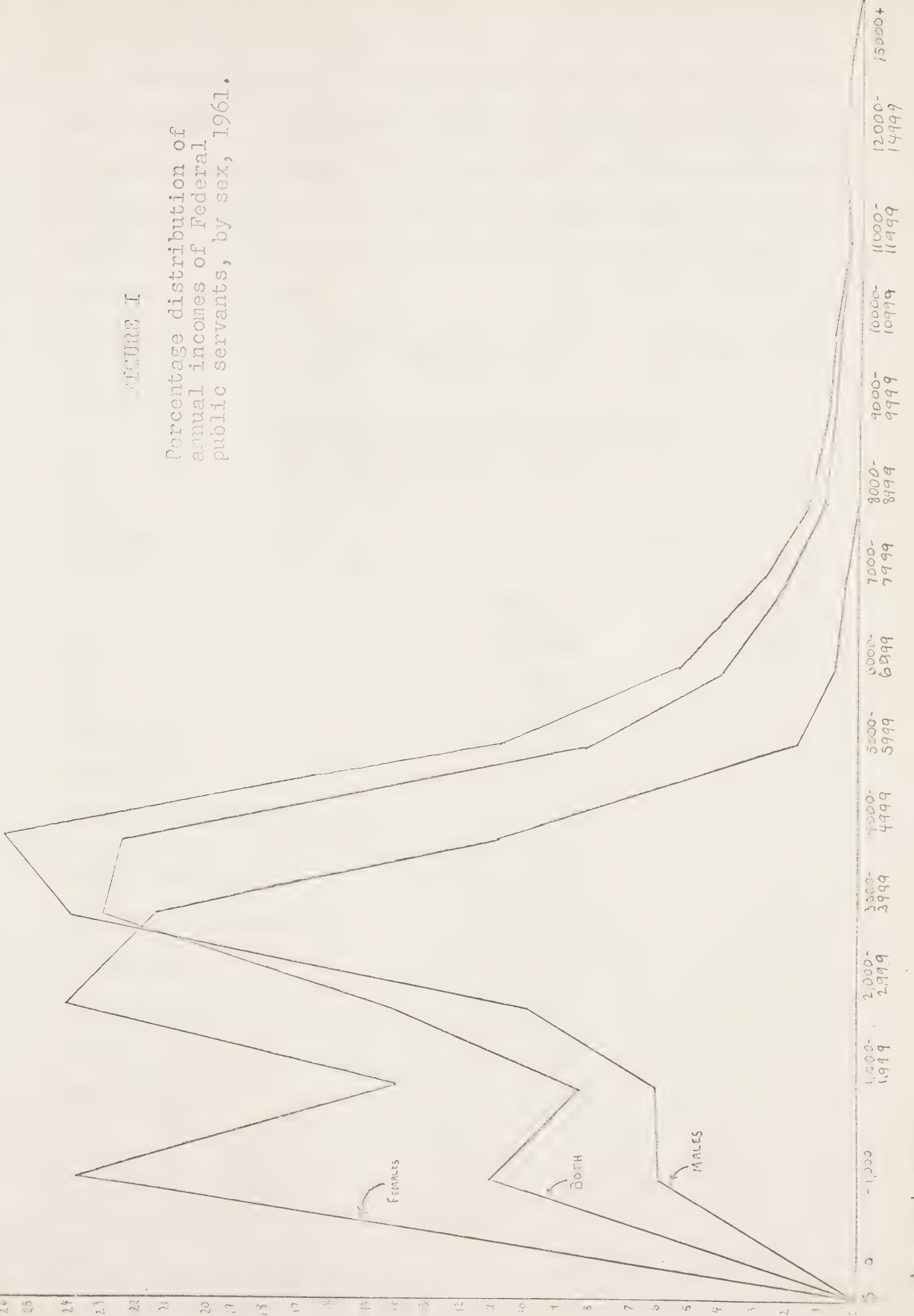
Out of every ten persons in the sample, only three were female. Males were thus heavily over-represented in the public service.

The average annual income of \$4,097 for the male members of the sample was \$1,807 more than the average annual income for the female members. In every occupational category, men earned a higher average annual income than women. The pecuniary advantages for men in the public service were most convincingly demonstrated when the percentage distributions of average annual incomes for the two sexes were graphed (FIGURE I). The curve for men was found farther toward the high income intervals than the curve for women, indicating the financial superiority of this sex in the public service. The higher proportion of women in the lowest income interval (i.e., -\$1,000) was probably due to a greater incidence of part-time workers for this sex.



FIGURE I

Percentage distribution of  
annual incomes of Federal  
public servants, by sex, 1961.



Annual Income



As TABLE V shows, the distribution of men over the range of positions in the public service is more even than the distribution of women. The latter were heavily concentrated in clerical occupations, and were virtually absent from the engineering, scientific, craftsmen, labouring, and "not stated" occupations.

TABLE V

Percentage distribution of public servants through the occupational categories, by sex, 1961.

Occupation	Sex	
	<u>Male</u>	<u>Female</u>
N	158,289	65,490
%	100.0	100.0
Managerial	10.6	1.2
Engineers	1.5	.0
Physical and Biological scientists	2.1	.3
Other professional	10.6	5.2
Clerical occupations	23.7	77.8
Craftsmen	15.9	.7
Labourers	5.1	.2
Other	28.5	14.0
Not stated	2.0	.6





Male and female public servants also differed in the degrees to which they were bilingual, as TABLE VI shows. The proportion of men who were bilingual was slightly greater than the proportion of women who were bilingual.

TABLE VI

Public servants showing proportion of each sex which was unilingual or bilingual, 1961.

Official Language	Sex		
	Male	Female	Both
N.	158,255	65,476	223,731
%	100.0	100.0	100.0
Unilingual	75.2	77.5	75.9
Bilingual	24.6	22.4	23.9
Neither	.2	.1	.2

### 3. Mother tongue

As was shown in TABLE V, each sex was not found in the same proportion in the managerial and professional occupations. The same unequal distribution of public servants is found when they are regrouped by mother tongue. In this case the occupations will be divided into two status groups.



"Status" was defined by the type of education and level of average annual income for each occupation. All occupational categories for which a university education was a likely qualification, and which had an average annual income of at least five thousand dollars were placed in the same group, called "high status". All occupations with an average annual income of less than five thousand dollars and for which a university education was not a likely requirement were put into a second group called "low status". As a result of this classification, all managerial and professional occupations were assigned high status, and all the other occupations (including "other" and "not stated") were placed in the "low status" group. The average annual income of the high status group was \$5,682, and of the low status group, \$3,053. Although there is no way to document the educational differences between these two groupings, the income disparity between them speaks for itself in describing their differences in status. When both sexes are examined together, the rank order of public servants who claimed different mother tongues in the high status occupations was English, Other and French (TABLE VII).





same as proposed - 1911

TABLE VII

Percentage distribution of public servants  
by mother tongue and occupational status.

Occupational Status	Mother tongue			
	Total	English	French	Other
N	223,779	158,403	49,188	16,188
%	100.0	100.0	100.0	100.0
High	19.5	21.1	14.9	18.6
Low	80.5	78.9	85.1	81.4

A brief but more detailed examination of the distribution of each group of persons claiming the same mother tongue over the nine occupational categories shows that clerical occupations take the largest portion of each mother tongue grouping. For French Canadians, this proportion amounts to forty-five per cent; for the English, thirty-nine per cent; and for those claiming some other mother tongue, thirty-one per cent. Aside from the "not stated" occupational category, professional engineers took the smallest proportion of each group of persons who claimed the same mother tongue.



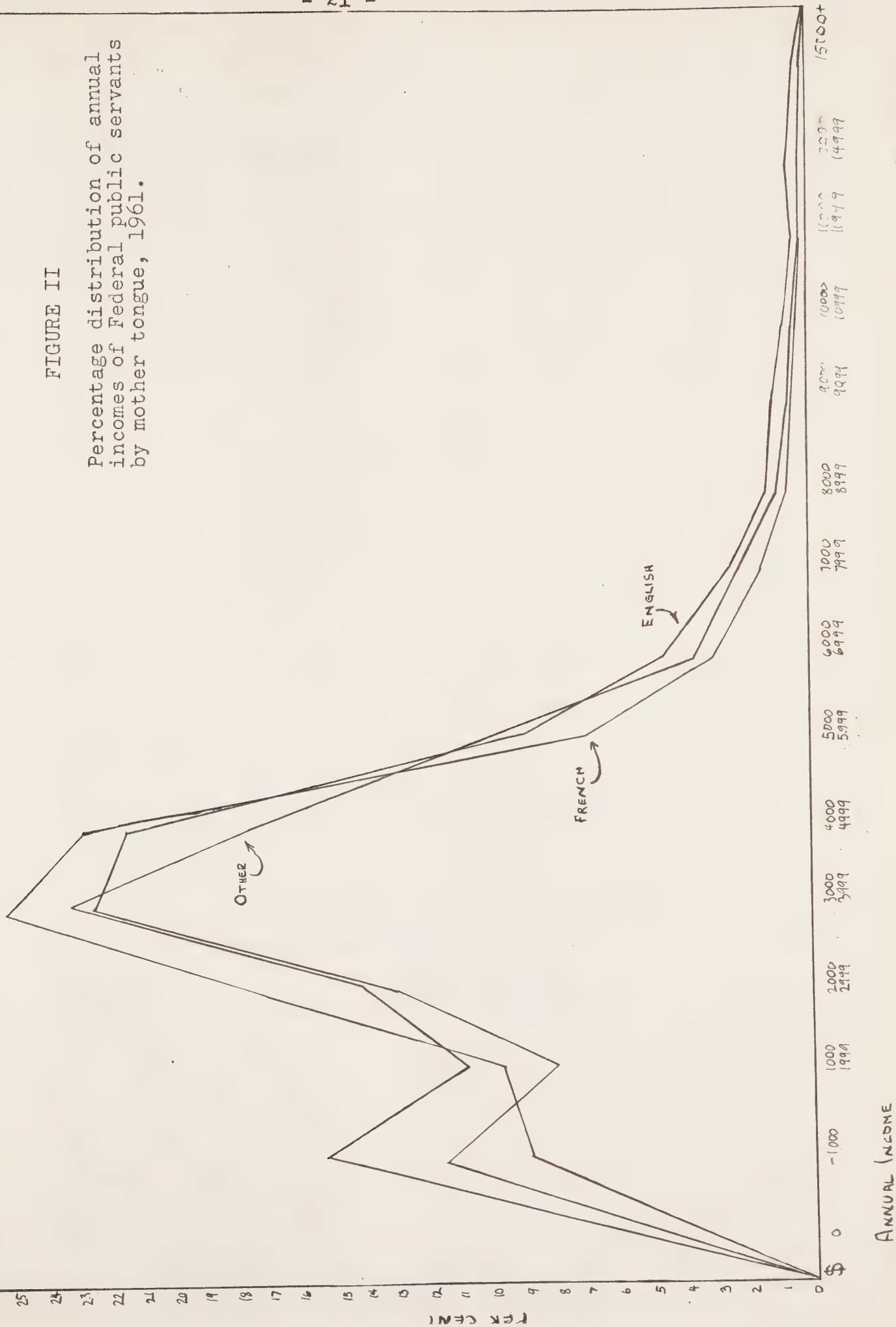
Public servants who claimed English as a mother tongue held not less than two-thirds of the positions in each occupational category. The occupation with the highest proportion of French Canadians was clerical occupations (25 percent), and their lowest proportion was as professional engineers (9 percent). The occupation with the highest proportion of persons who did not claim either official language as a mother tongue was labourers (18 percent).

The mother tongue which a public servant claimed had an effect on his average annual income. For those claiming English, it was \$3,660; for those claiming French, \$3,390; for those claiming neither, \$3,228. The differences in incomes between persons claiming different mother tongues is further demonstrated in FIGURE II where they are shown graphically. Visual inspection of the curves shows no pronounced differences in the income distributions of the mother tongue groupings. However, the curve for public servants claiming English as a mother tongue is slightly rightward and higher than the others above the \$6,000 interval, indicating that larger ratios of persons in this grouping received high incomes. All curves meet their mode in the \$3,000-\$3,999 income interval, but the proportions of each group falling into this interval differs. The relative height in the -\$1,000 income interval of the income curve which represents the public servants who claim neither English nor French as a mother tongue is probably due to larger numbers of persons in this group who had worked part-time.



FIGURE II

Percentage distribution of annual incomes of Federal public servants by mother tongue, 1961.







#### 4. Official language

Bilingual persons made up 23.9 per cent of all public servants. This proportion is almost twice the incidence of bilingualism in the total Canadian population. Over half of the bilingual public servants lived in Quebec, and nine-tenths of them lived in Ontario and Quebec. When the "English only" and "French only" official language groupings of public servants were examined for their ethnic composition, it became plain that the majority of each group consisted of persons whose ethnic origin corresponded to their official language. In effect, three-quarters of those who spoke English only were British, and virtually all of those who spoke French only were of French origin. This must not lead us to suppose that bilingual public servants were divided evenly between British and French ethnic origins; instead, the tabulations show that eight-tenths of them were French Canadians.

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TABLE VIII

Public servants, showing proportion of  
each ethnic group in the official  
language groupings

<u>Official language</u>	<u>Ethnic origin</u>		
	<u>British Isles</u>	<u>French</u>	<u>Other</u>
N	131,090	53,823	38,818
%	100.0	100.0	100.0
Unilingual	93.3	23.3	89.9
Bilingual	6.7	76.7	9.0
Neither	0.0	0.0	1.1

---

The incidence of unilingualism and bilingualism for each



ethnic origin is shown in TABLE VIII. Those who spoke English only have been added together with those who spoke French only to produce the unilingual category, The French Canadian public servants clearly have the highest proportion of bilingual members.

For the public servants of English or Other ethnic origins, virtually all of those who were unilingual spoke only English. But for those of French origin who were unilingual, 39.7 per cent spoke English, and the remainder spoke French.

The occupational category with the highest proportion of bilingual persons was the managers, and the occupation with the lowest proportion of bilingual persons was labourers. The range of these percentages is only thirteen points (fifteen to twenty-eight per cent), with each occupation unable to fill much more than one-quarter of its ranks with bilingual personnel.

The division of labour for the official language groupings is found in Appendix C<sup>12</sup>. Persons who did not speak English were concentrated in the low status occupations. Much larger proportions of persons who were able to speak at least English were found in the high status managerial and professional categories. This group of public servants was divided into two large sub-groups: those who were unilingually English, and those who were bilingual. Twenty per cent of the former and twenty-two per cent of the latter were found in the high status occupational categories.

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<sup>12</sup> TABLE 10, Part IVA.





The proportion of bilingual persons found in the managerial and professional occupational categories was thus higher than the proportion of any other official language grouping of public servants. Like all official language groupings, bilingual persons can be separated according to their ethnic origins (TABLE IX). Although three-quarters of this grouping were made up of French Canadians, they have a lower proportion of their members in the high status occupations than either the British public servants or those of other ethnic origins.<sup>13</sup>

TABLE IX

Percentage distribution of bilingual public servants, by ethnic origin and occupational status.

Occupational Status	Ethnic origin			
	Total	British	French	Other
N	53,565	8,810	41,263	3,492
%	100.0	100.0	100.0	100.0
High	21.8	38.6	17.2	34.6 ✓
Low	78.2	61.4	82.8	65.4

<sup>13</sup> It is unwise to emphasize these simple percentage comparisons, because the French formed the largest group of bilingual public servants. Consequently, even though bilingual persons of French origin had the lowest proportion of their members in the high status occupations, they nonetheless held a majority of these occupations in comparison to the other ethnic groups.



We can trace the effect of official language on the public servants' incomes just as we did for the mother tongue that they claimed. Each official language grouping of public servants can be divided into subgroups with the same cultural background (i.e., ethnic origin). In this way, the effects of a public servant's knowledge of Canada's two official languages on his average income can be isolated and compared to the effects of his cultural background. The results of this comparison are found in TABLE X.<sup>14</sup> If these income differences are analysed by ethnic origin, the group with the highest

TABLE X

Average annual incomes of public servants  
by official language and ethnic origin, 1961

<u>Ethnic origin</u>	<u>Official language</u>				
	<u>All languages</u>	<u>English only</u>	<u>French only</u>	<u>Both English and French</u>	<u>Neither English nor French</u>
Total	\$3,570	\$3,560	\$2,388	\$3,782	\$1,971
British	3,708	3,644	2,855	4,611	(-)
French	3,378	3,234	2,379	3,576	(-)
Other	3,371	3,314	2,462	4,152	(-)

income was British, and the group with the lowest income was of Other ethnic origin.<sup>15</sup> When the analysis was focused

<sup>14</sup> There were only 448 persons who spoke neither English nor French. They were omitted from detailed analysis because of their small number.

<sup>15</sup> As we noted above in comparing the public service to the total Canadian population, "mother tongue" must be replaced by "ethnic origin" as the independent variable in analysing the official language groupings.



instead on official language, those who were bilingual received the highest incomes, and those who spoke only French received the lowest. In each official language grouping, British public servants received the highest incomes, and in each ethnic group, bilingual public servants had the highest average annual incomes. All in all, bilingual persons of British origin enjoyed the highest average annual incomes, and (except for those few who did not speak either official language), the public servants with the lowest incomes spoke only French and were of French origin.

The income distribution curves for each official language grouping are shown in FIGURE III. The income curves of the public servants who spoke English only or who were bilingual closely followed the income distribution curve for all public servants. (See FIGURE I for the curve which represents the incomes of all public servants, i.e. both sexes). The curves of these two official language groupings were located farther rightward indicating that larger proportions of public servants who could speak at least English fell into the highest income intervals. In fact, less than .05 per cent of those who could not speak English had incomes in excess of \$10,000. The height of the income curve in the -\$1,000 income interval for those who spoke neither official language was probably due to a high incidence of part-time workers.

#### Professional engineers

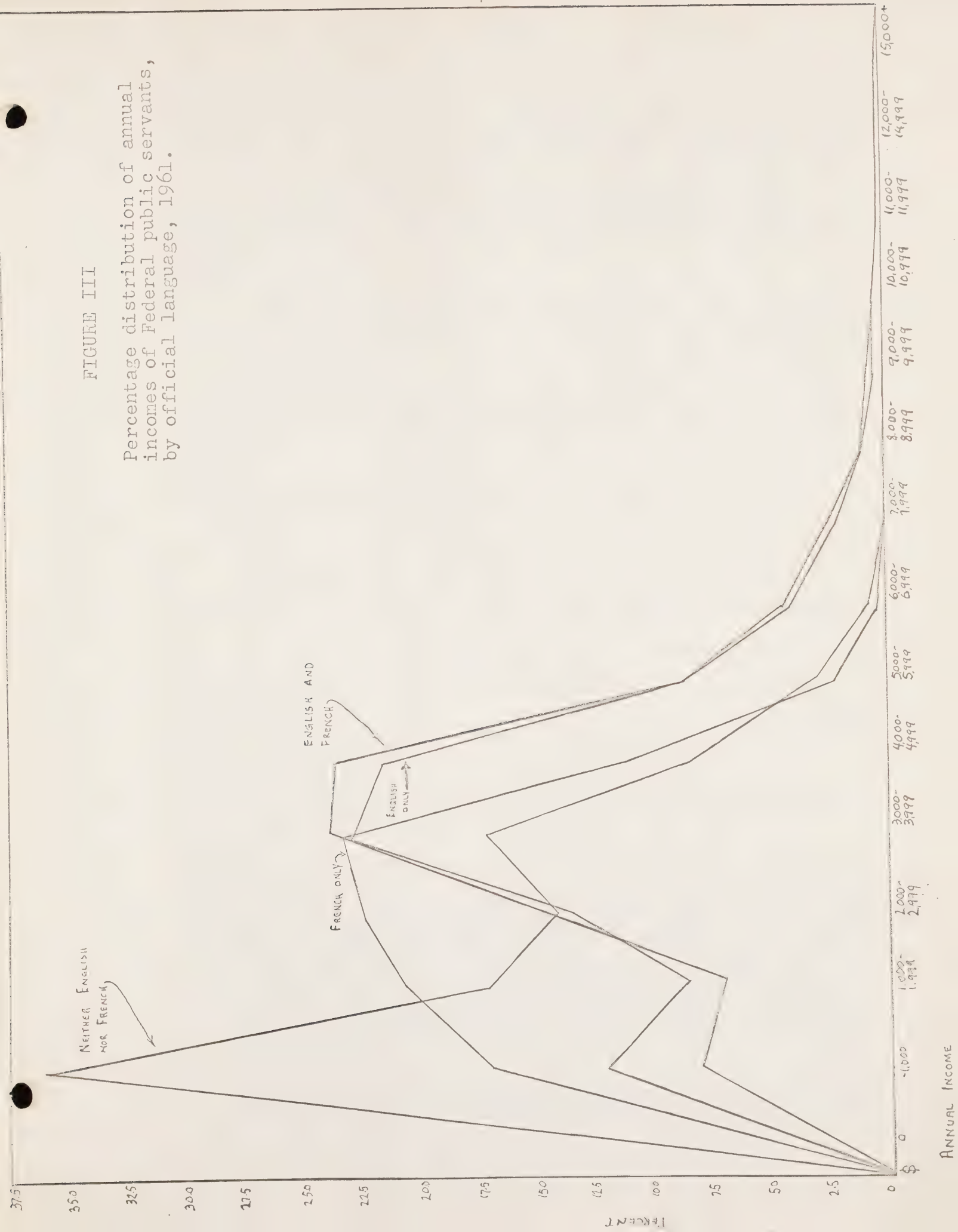
In one special case, education can be employed as an independent variable. This case occurs for professional engineers, all of whom likely received very similar training.





FIGURE III

Percentage distribution of annual incomes of Federal public servants, by official language, 1961.





While it is fairly safe to assume that these public servants did not differ widely in their education, it was impossible to determine how it may have varied among the different cultural groupings. Moreover, no account has been made for their years of service or rank.

This occupation includes only 1.1 per cent of all public servants--there were only 2,437 of them, fewer than any other occupational category. Only two were women, both claiming English as their mother tongue. Eight-tenths of the engineers claimed English as a mother tongue, and the remainder was divided evenly between persons who claimed either French or some other language as a mother tongue.

Twenty-two per cent of engineers were bilingual, slightly less than all public servants. (See TABLE VII for comparison). Of these 530 bilingual engineers, 42.8 per cent were of British origin, while only 16.4 per cent of all bilingual public servants were of this origin. There were only seven engineers who spoke French only (all of them resident in Quebec), and there were no engineers who could speak neither English or French.<sup>16</sup>

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16 When engineers were subclassified by ethnic origin, the percentage of each such class found to be bilingual was greater than the corresponding percentage for the ethnic group as a whole in the universe of public servants. Yet the percentage of bilingual persons among engineers was smaller than that for all occupations taken together. This paradox was explained by comparing the ethnic compositions of this profession and the universe in greater detail.

An overwhelming proportion of persons of French origin among the engineers and in the universe were bilingual--





The average annual incomes of professional engineers in the public service was \$7,354, over twice the average for all public servants. From the point of view of official language, the highest average annual incomes were earned by those who spoke English only (\$7,383), followed by those who were bilingual (\$7,296) and those who spoke only French (\$4,100). When the engineers were regrouped according to their ethnic origin, the highest incomes were enjoyed by those of British origin (\$7,572), followed by those of Other ethnic origin (\$6,977) and French origin (\$6,971). The highest salaries of all occurred for bilingual engineers of British origin (\$7,780), and the lowest salaries of all were earned by the seven unilingual engineers from Quebec (\$4,100).<sup>17</sup>

### III Analysis of selected provinces

A second phase of the census analysis was to make a brief examination of the important differences among public servants according to their province of residence. Since this project was to be complemented by others with more detailed and more current information, it was decided to limit comparative analysis to Quebec, Ontario, New Brunswick and Saskatchewan.

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#### 16 (cont'd)

eighty-four per cent among engineers, and seventy-six per cent among all occupations. But when attention was shifted from the linguistic characteristics of this ethnic group to the ethnic composition of those persons who were bilingual, it was found that while seventy-seven per cent of all bilingual persons were French, only forty per cent of bilingual engineers were of this origin. The under-representation of French persons among bilingual engineers, and the concomitantly large over-representation of persons of British and Other ethnic origins in this official language category produced a slightly lower incidence of bilingualism among engineers than for the universe as a whole.

17 The average annual income of these seven engineers is too low even as a starting salary for this profession, and ought not to be taken too seriously. Without a tabulation for education, it is impossible to verify the inclusion of these individuals in this occupational category. The only other explanation for its low value might be the inclusion of some individuals who did not work a full year as professional engineers in the Federal public service, thus lowering the average income for the whole group.



# 1. Quebec and Ontario

There are striking differences between Ontario and Quebec in the incidence of persons claiming the three mother tongues (TABLE XI). Over eighty per cent of public servants living in Ontario and Quebec were English-speaking or French-speaking, respectively. In each province, English-speaking and French-speaking persons were over-represented in the public service, and persons who spoke some other language were under-represented.

TABLE XI

Federal public servants and total population aged 20-64 years of Ontario and Quebec, showing mother tongues, by percentage, 1961.

<u>Province</u>	<u>Mother tongue</u>				
	<u>N</u>	<u>Total %</u>	<u>English</u>	<u>French</u>	<u>Other</u>
Ontario					
public service	93,504	100.0	81.8	12.2	6.0
population	3,283,387	100.0	72.8	7.0	20.2
Quebec					
public service	40,833	100.0	16.0	82.0	2.0
population	2,622,089	100.0	13.8	78.9	7.3

The two provinces also differed in the extent to which Federal public servants residing in them were bilingual. In Quebec, 72.2 per cent of the public servants were bilingual, while in Ontario, only 18.3 per cent were able to speak both languages. While almost ninety per cent of the bilingual public servants in Quebec were French Canadian, only sixty-five per cent of the same group in Ontario was of this origin.





The average annual incomes of all public servants in Ontario was superior to the average incomes of all public servants in Quebec (TABLE XII). A comparison of the incomes of the two provinces by examining separately each group of public servants claiming the same mother tongue led to the observation of two interesting anomalies: the average annual incomes of English-speaking public servants living in Quebec was superior to their counterparts in Ontario, and the average annual incomes of French-speaking public servants living in Ontario was likewise superior to the incomes of their counterparts in Quebec.

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TABLE XII

Public servants resident in Quebec and Ontario, showing average annual income by mother tongue, 1961.

<u>Province</u>	<u>Total</u>	<u>Mother tongue</u>		
		<u>English</u>	<u>French</u>	<u>Other</u>
Quebec	\$3,490	\$4,055	\$3,385	\$3,284
Ontario	3,836	3,895	3,542	3,631

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Among public servants living in Ontario,<sup>18</sup> those who were bilingual received higher incomes (\$4,044) than those who spoke only English (\$3,795), or spoke only French (\$2,621).

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<sup>18</sup> In this discussion of official language, forty-six public servants resident in Ontario who spoke neither English nor French were excluded from analysis. Their average annual income was only \$2,528.





In every official language grouping, the rank order of incomes of the ethnic groups was British, French and Other. The highest incomes of all were earned by British public servants who were bilingual (\$5,099), and those with the lowest earnings of all were of French origin and spoke only French (\$2,545).

Among public servants living in Quebec<sup>19</sup> those who spoke only English received higher incomes (\$3,934) than those who were bilingual (\$3,711), or spoke only French (\$2,381). In every official language grouping, public servants of British origin received the highest earnings. Those with the highest incomes of all were bilingual and of British origin (\$4,172), and those with the lowest incomes spoke only French and were of Other ethnic origin (\$2,236).<sup>20</sup>

Managerial and professional employees in the public service were over-represented in Ontario, but auxiliary personnel (i.e., clerks, craftsmen, labourers and others) were under-represented there. Thus, while 41.8 per cent of Canada's public servants lived in Ontario, it had 51.6 per cent of all managerial and professional personnel but only 39.4 per cent of all secondary personnel of the public service. Quebec's position was somewhat more equitable. With 18.2 per cent of Canada's public service resident in this province, it claimed 16.6 per cent of the professional and managerial employees,

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19 There were 103 public servants resident in Quebec who spoke neither English nor French and they were excluded from analysis. Their average annual income was only \$1,585.

20 Those who were of French origin and spoke only French were next-to-last (\$2,378).



and 18.6 per cent of the auxiliary personnel. The relatively unbalanced representation of the occupations in Ontario may help to account for the income differences between Ontario and Quebec.

## 2. New Brunswick

New Brunswick was the residence of 7,864 Federal public servants, who represented 3.5 per cent of the Canadian public service in 1961. A comparison between the total New Brunswick population and the Federal public servants resident in this province for their ethnic and linguistic composition is found in TABLE XIII.

It is clear that persons of British origin were over-represented among public servants, with the difference made up in under-representation of persons of other origins. When these public servants were re-grouped according to their official language, representation remained uneven. Persons who spoke English only were over-represented among Federal public servants living in New Brunswick, and while 10.3 per cent of the eligible population spoke French only, such persons comprised merely .8 per cent of Federal public servants resident in this province.

The average annual incomes of each ethnic and official language group among Federal public servants in New Brunswick are found in TABLE XIV. Federal public servants in New Brunswick did not enjoy incomes as high as those in Quebec and Ontario. Their rank by ethnic origin was Other, British and French; by official language, those who were unilingually English came first, followed by those who were bilingual. Even among public servants of French origin, those who did not speak French received higher incomes than those who were bilingual.





TABLE XIII

New Brunswick population aged 20-64 years and resident Federal public servants, showing official language and mother tongue, 1961.

Mother tongue

	Total	English	French	Other	
Public servants	100.0	80.9	18.2	.9	
Population	100.0	65.7	32.5	1.8	
	<u>Official language</u>				
	Total	English only	French only	Both English and French	Neither English nor French
Public servants	100.0	77.8	.8	21.4	.0
Population	100.0	64.0	10.3	25.6	.1

/l.m.



TABLE XIV

Average annual incomes of Federal public servants resident in New Brunswick, by ethnic origin and official language, 1961.

<u>Official language</u>	<u>Ethnic origin</u>			
	<u>Total</u>	<u>British</u>	<u>French</u>	<u>Other</u>
English only	\$3,194	\$3,191	\$3,159	\$3,256
French only	1,414	--	1,414	
Both English and French	3,110	3,884	2,927	3,885
Neither English and French	--	--	--	--
All languages	3,162	3,225	2,894	3,299

### 3. Saskatchewan

In 1961, 8,667 public servants lived in Saskatchewan, representing 31.9 per cent of the Federal public service. Less than one per cent of all bilingual public servants lived in Saskatchewan, and these 467 persons formed only 5.4 per cent of the Federal public servants who were Saskatchewan residents. The ethnic and linguistic composition of Saskatchewan Federal public servants are compared to the total population of that province in TABLE XV. It is apparent that the over-representation of persons of British origin occurred at the cost of under-representation of persons of Other ethnic origin. The representation of the official language groupings was more equitable, except for the total absence of public servants who spoke neither official language.

The small number of bilingual public servants who were Saskatchewan residents makes a detailed comparison of average









annual incomes by ethnic origin and official language impractical. The average annual income of all public servants resident in this province was \$3,260, (\$310 less than the national average for all Federal public servants). The occupation with the highest income was made up of engineers (\$6,800). English-speaking engineers were the highest paid workers of all public servants in this province. The average annual incomes of public servants when arranged by their ethnic origins were \$3,477 (British), \$2,997 (Other), and \$2,819.



#### IV CONCLUSION

In the preceding analysis, attention was given mainly to characteristics which are fixed at birth but which can be changed in various degrees later in life. Sex is the only attribute which cannot be changed, but when opportunities for success are burdened by an unfavourable ethnicity or place of residence, they can be improved by learning an extra language or by migrating. We were not able to employ migrating as an important factor in the analysis. However, it is fairly clear from the data presented in the analysis that income and power gradations are established in the public service according to at least two principal criteria. The more obvious of these principles, and the most potent of the two in differentiating the sample into two large groups, is of sex. The second, less clear in its outline and less obvious but more complex in its ramifications, is ethnicity. These two dimensions do not represent poles of power in the public service, but each public servant can be located within the bounds of the intersection of these two main axes. They are descriptive criteria which can be superimposed over the sample, but at the same time, they are the rationalizations which this bureaucracy employs to arouse or circumscribe aspiration, to comfort ineptness and explain away failure.

Of all distinctions which can be concluded to exist in the public service, even with the aid of limited data, none is more powerful in determining occupation



and income than sex. The inferior status of women was shown by comparing the income distributions of the two sexes in Figure I. Higher proportions of women than men were found in the low income intervals, indicating that they were more likely to have worked part-time or to have had intermittent employment. In contrast, men were more likely than women to occupy the highest income intervals. For example, men whose average income was more than \$15,000 per year were absolutely and relatively more numerous than women: while 658 men (.42 per cent) earned this amount, only five women (.01 per cent) were found in this interval.

Differences in education and years of service can be expected to help explain these discrepancies, but an examination of the sexual division of labour must suffice. Men were more evenly divided in their occupations than women. Over ten per cent of them were managers, and in this position they earned almost \$1,500 more than the 1.2 per cent of women who filled the same occupational category. In contrast, over three-quarters of all women worked in the clerical occupations, an occupational category which was second only to labourers for its low average earnings.

The second major criterion with which the public servants can be ranked is cultural background. There are two parts to this feature, although in reality they work together in affecting income levels.





The first is concerned with ethnicity, and the second is associated with linguistic competence.

In TABLE III we saw that persons of British origin enjoyed the highest incomes in both the labour force and the public service. Even when the sample was regrouped by mother tongue or official language, persons whose cultural background was predominantly English remained superior in average income. The unequal division of labour (i.e. the distribution of the nine occupational categories) partially underlies this financial superiority. The proportions of French Canadians in engineering and scientific positions were relatively low, and their incidence in clerical positions was higher than other ethnic groups. Persons who were neither English nor French were found more often among labourers. The other occupations were more equitably distributed.

The income differences among the ethnic groups are more explicable by making broader distinctions among the occupations. In this way the relationships between level of employment and ethnicity become clearer, although the dynamics of this relationship were not ascertainable within the scope of this study. By collapsing the nine occupational categories into the high and low status groups (TABLE VII), persons from non-French backgrounds were shown to have a higher status occupation. However, the relative predominance of managerial and professional occupations among persons of Anglo-Saxon origin only partly explains the superiority of



their incomes. Two other factors are also involved:

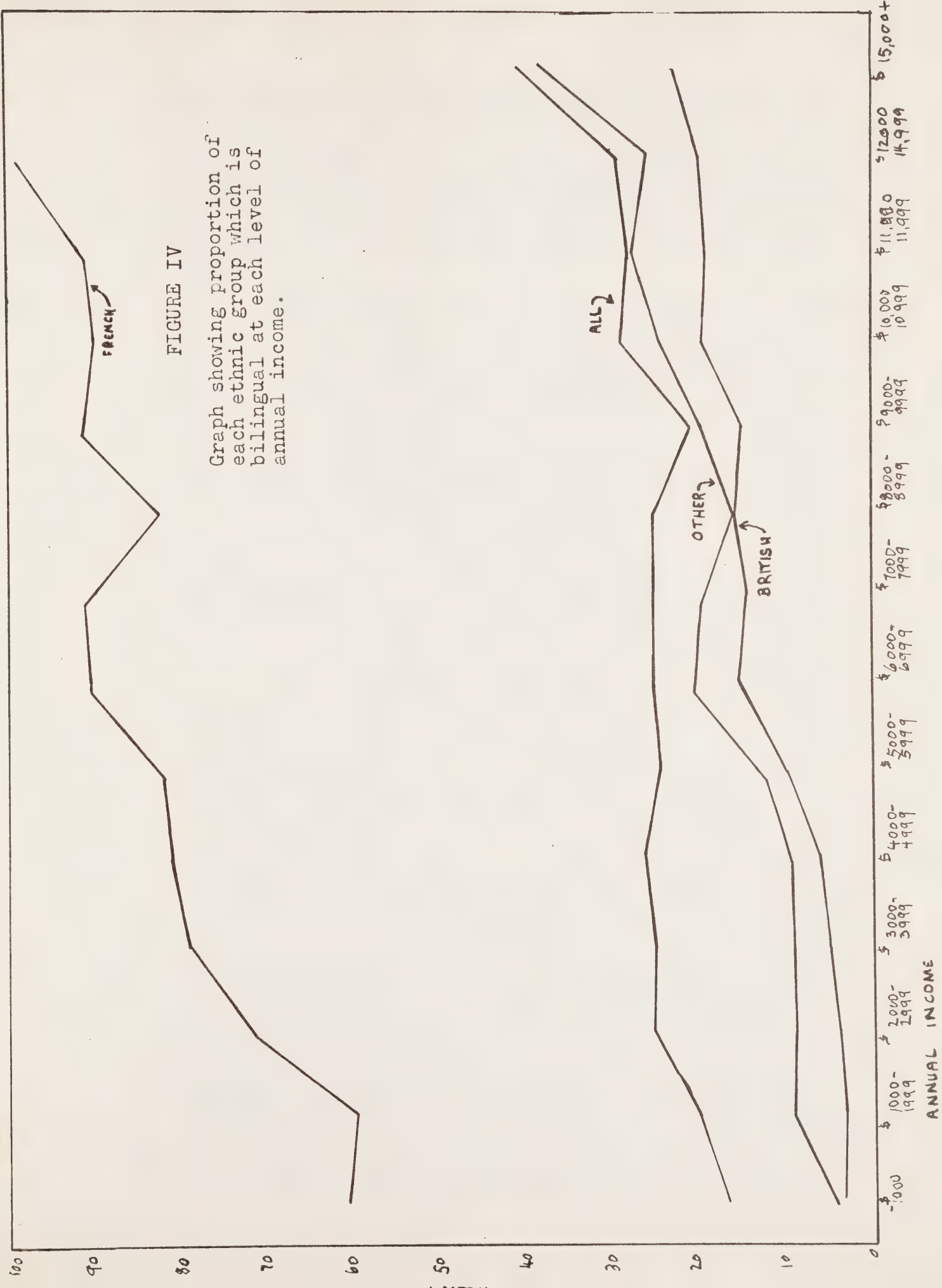
1) The incomes of persons of Anglo-Saxon culture are superior for almost every occupational category. This group probably occupies the most remunerative positions within each occupational category.

2) Although over two-thirds of each occupational category is made up of English-speaking persons, this proportion is higher in the managerial and professional occupations than in the low status occupations. Since the former receive higher rates of pay, the incomes of these public servants are elevated correspondingly.

To some extent, the obstacle which a non-British background places in the way to a higher income can be removed by learning English. Knowledge of English in the Canadian public service seems to be the minimal condition in giving access to the highest incomes. An inspection of FIGURE III shows that the income distributions of public servants who could not speak English were skewed farther toward the lower income intervals than the income distributions of public servants who could speak at least English. The consequences of the inability to speak English are further outlined in TABLE X, where persons who could not speak English earned the lowest salaries.

The ability to speak English is the minimal condition for high incomes because greater emphasis is placed on the ability to speak both English and French.









When bilingual public servants were compared to those who spoke only English, it was found that slightly greater proportions of them were in professional and managerial positions and that their average annual incomes were higher.

Intuitively, one would expect that it is expedient for French Canadians to learn a second language in greater depth than bilingual English Canadians, and that in so doing, they would reap relatively more benefits by enlarging their repertoire of languages. As expected, three quarters of all French Canadians are bilingual, and at the highest levels of income, this proportions reaches nearly 100 per cent (FIGURE IV). Conversely other cultural groups have not manifested a desire of the same magnitude to learn French.

French Canadians formed the bulk of the bilingual grouping, but they were relatively deprived of its rewards. Their incomes were the lowest of all bilingual public servants, and their proportion in managerial and professional positions was only half of the same measure for public servants from other cultural backgrounds. The advantages enjoyed by all bilingual public servants are thus attributable to the advantages enjoyed by the small minority of public servants within this group who are not French Canadian. The rewards for speaking at least English accrue disproportionately to persons of British background, but their superiority is even further enhanced by being bilingual. The ability to speak at least English is thus not the



sine qua non of high income and occupational status--  
British ethnicity generally takes precedence.

The observation that an Anglo-Saxon background improves the probability of receiving high rewards is maintained even when public servants with similar educational backgrounds were grouped together. Engineers who spoke English only or who were of British origin enjoyed the highest incomes, but the highest salaries of all occurred among British engineers who were bilingual. It is ironic that French Canadians, who form the major source of bilingualism in the public service, are relatively deprived of its rewards.

Despite the financial and occupational disadvantages suffered by persons from non-British backgrounds, there is some evidence that these persons enjoy higher incomes in the public service than out of it (TABLE III). This observation leads to the formulation of several hypotheses concerning employment in the public service as a means of upward mobility for Canada's ethnic groups. Since the income differentials are larger for the cultural groupings which receive the least rewards, it is possible that the relatively more disadvantaged groups are relatively more successful in improving their situations than persons from British backgrounds. These groups are found in the public service in smaller proportions than the British, but this project is not able to attempt more than an estimation of the causes for this unbalanced representation. One explanation may be the entry of persons with non-British backgrounds into the public



service whose abilities conform most closely to those demanded and rewarded in the Anglo-Saxon world represented by the public service recruitment systems. The withdrawal rate of non-British public servants may be disproportionately high due to language requirements, religious strains, or residence impediments. However, this project was unable to describe the part played by formal language and educational requirements in perpetuating the over-representation and pre-eminence of British public servants.

The major task of subsequent research on the public service must be to enquire into the dynamics of the major observations of this report, endeavouring to illuminate the mutual causality of education, ethnicity, language, years of service, family background, residence, etc., in the federal public service with a more complete battery of variables. In this report we were unable to account for income differentials because we had no information on most of these factors, and we merely described the relationships among the few that were available in broad outline.

Finer distinctions between occupations must be drawn, and their precise educational components must be determined in relation to language, ethnicity, years of service, and income. Further research must also be prepared to show how the career success of various ethnic groups present in the public service varies even when education is held constant, and speed of career advancement must be compared between these ethnic groups under conditions





of equal seniority. Moreover, detailed examination must be devoted to the incidence of bilingualism among public servants, with particular attention given to a comparison between French and non-French groups at high income levels. In FIGURE IV for example, we saw that bilingualism among French public servants reached 100 per cent at the high income levels, and that it reached nearly 20 per cent among the British. The relatively high incidence of this characteristic among the British is surprising in view of a popular assumption that no premium has been placed upon it. The qualifications required for promotion to high ranks must be explored to ascertain the extent to which unilingualism acts as an obstacle for any public servant regardless of his origin. The recruitment of persons into positions earning more than \$10,000 must be analysed so that unilingualism can be compared between appointed personnel and those who have risen through the ranks, with this factor tied to educational qualifications.



APPENDIX A -- Legends of Variables for Tabulations

Canada and provinces (13)

Total	
Nfld.	
P.E.I.	<u>Sex (3)</u>
N.S.	
N.B.	Total
Que.	Male
Ont.	Female
Man.	
Sask.	
Alta.	
B.C.	
Yukon	
N.W.T.	

Mother Tongue (4)

Total
English
French
Other
<u>Official Language (5)</u>
Total
English only
French only
Both English and French
Neither English nor French

Ethnic Groups (4)

Total
British Isles (English, Irish,
Scottish, Welsh, & other Br. Is.)
French
Other

Salary and Wage-earnings (19)

Total (1)
Less than \$1,000.
\$1,000 - 1,999
2,000 - 2,999
3,000 - 3,999
4,000 - 4,999
5,000 - 5,999
6,000 - 6,999
7,000 - 7,999
8,000 - 8,999
9,000 - 9,999
10,000 and over

Occupations (10)

Total (economically active) (1) (4)
Managerial (001-006, 008-099) (5)
Professional engineers (101-109)
Physical and biological
scientists (111-129)
Other professional (131-199)
Clerical (201-249)
Craftsmen (701-919)
Labourers (921-970)
Other (all except 980)
Not stated (980)

Earnings not stated
Earnings not applicable (2)
Average earnings (3)

- (1) The total "economically active" population comprises all persons reported as "Yes" in any of Questions 16, 17, and 18 of Form 2A, (minus "never worked").
- (2) This group comprises any "economically active" public servants reported as other than wage-earner in Ques. 23 (Class of worker) of Form 2A, as well as any wage-earners reported as "none" in Ques. 24 (Weeks worked for wages or salary).
- (3) Aggregate earnings divided by number of wage-earners with stated earnings.
- (4) Numbers in brackets refer to code numbers in Occupational Classification Manual, Census of Canada 1961, Dominion Bureau of Statistics (6061-501), Queen's Printer, Ottawa.
- (5) Excludes Code 007 (Postmasters), to be taken in the "Other".





The sample universe: Industries in which the Government of Canada is the sole employer.<sup>1</sup>

## FEDERAL ADMINISTRATION

902 Defence Services

Airdromes, military  
Air force  
Armed services  
Army Service Corps  
Army, Navy and Air Force  
Barracks and camps, military  
Camps and barracks, military  
Civilian employees in Departments of National Defence and Defence Production  
Civil defence organization - federal  
Defence Production Department  
Defence services  
Department of Defence Production  
Department of National Defence  
Dockyards, Naval  
Military airdrome  
Military camps and barracks  
National Defence, Department of  
Naval dockyard  
Navy, Army and Air Force  
R.C.A.F.

548 Post Office

Dominion Postal Service  
Mail delivery - rural or contract  
Mail delivery service, government or contract  
Mail service - government  
Mail service, post office  
Postal service on a contract basis  
Postal service operation  
Postmaster - rural  
Post office  
Post office - fee  
Rural mail carriers or postmasters - contract

909 Other Federal Administration

Atomic Energy of Canada Ltd.  
Auditor General  
Canadian Government Administration  
Citizenship and Immigration  
Civil Service Commission, Federal  
Civil service, Government of Canada (exc. defence service and post office)  
Comptroller of the Treasury, Canada  
Court, Federal  
Customs and Excise  
Dominion Bureau of Statistics  
Dominion Government (exc. defence service and post office)  
External Affairs Department  
Federal Government (exc. defence service and post office)  
Finance Department, Canada  
Geological Survey, Federal Government  
House of Commons  
Hydrographic survey service  
Immigration service  
Income tax office  
Justice Department, Canada  
Labour Department, Canada  
Lighthouse service  
Marketing service, Canada, Department of Agriculture  
Mines and Technical Surveys Department, Canada  
National Capital Commission  
National Health and Welfare Department  
National Research Council  
National Revenue Department  
Penitentiary  
Prison, Federal  
Public Works Department  
Royal Canadian Mounted Police  
Unemployment Insurance Commission

<sup>1</sup> Code number refer to classes in the Industrial Classification Manual.





APPENDIX C -- Supplementary tables



Tableau 1:

Ce tableau très important, traite de la représentation des principaux groupes culturels dans la fonction publique fédérale à l'intérieur de chaque province particulière et à travers le Canada. Une remarque préliminaire s'impose: le tableau tend à associer, implicitement ou explicitement, le lieu de résidence d'un fonctionnaire à son lieu de travail. Or, strictement parlant, cette relation est, pour ainsi dire, illégale: le cas des fonctionnaires de la région Hull-Ottawa en témoigne (voir le rapport de Dave Cameron). Nous avons cependant passé outre et avons fait la supposition que pour la majorité des fonctionnaires le lieu de travail était le même que le lieu de résidence.

Dans toutes les provinces sauf une les Canadiens anglais sont sur-représentés. Dans toutes les provinces, les "autres groupes" culturels sont sous-représentés. Les Canadiens français sont sur-représentés dans six provinces et sous-représentés parmi les fonctionnaires de six autres provinces. Les surplus de sur-représentation des Canadiens français dans six provinces tendent cependant à annuler leurs déficiences de sous-représentation dans les six autres régions. Si alors surplus et déficiences se contrebalancent, comment se fait-il que les Canadiens français soient tant sous-représentés dans le total des fonctionnaires fédéraux? (27,5



attendus et 22% observés). C'est que le Québec, en tant que province, ne contient pas une part proportionnelle de fonctionnaires fédéraux et que c'est au Québec que la majorité (68%) des fonctionnaires fédéraux Canadiens français demeurent.

En assimilant le lieu de résidence au lieu de travail, on serait tenté de formuler l'hypothèse suivante: si on considère chaque province individuellement, on y voit que les Canadiens français y sont relativement bien représentés: ils sont sur-représentés dans les provinces les plus importantes, le Québec et l'Ontario; les différences ne sont d'ailleurs pas grandes dans les provinces où ils sont sous-représentés (sauf le Nouveau-Brunswick). S'ils sont sous-représentés dans l'ensemble des fonctionnaires canadiens, c'est que la division du travail régionale de la fonction publique fédérale est ainsi faite que la part des activités du fonctionnarisme qui s'exercent au Québec est inférieure à celle à laquelle on se serait attendue si l'on considère l'importance numérique de la population globale du Québec. Les raisons de cette division régionale du travail pourraient être nombreuses: administratives, économiques, politiques, etc; nous ne les connaissons pas.

Une autre hypothèse pourrait cependant être





formulée, si on associait le lieu de résidence des fonctionnaires à leur région d'origine: dans ce cas on dirait que les Canadiens français sont globalement sous-représentés dans le fonctionnarisme fédéral parce que la population du Québec, quelque soit sa langue maternelle, ne fournit pas sa part de fonctionnaires fédéraux malgré que la majorité des fonctionnaires Canadiens français viennent du Québec. Pourquoi le Québec ne fournirait-il pas sa part ou pourquoi le fonctionnarisme fédéral ne recruterait-il pas des effectifs proportionnels de fonctionnaires qui viendraient du Québec, nous ne le savons cependant pas. Nous devons donc attendre des données plus précises qui confirmeront ou infirmeront l'une ou l'autre hypothèse.

Trois derniers points d'attention. Premièrement, il semble que ce soit au Nouveau-Brunswick où la représentation des Canadiens français parmi les fonctionnaires fédéraux soit la plus faible. Deuxièmement, la représentation des "autres groupes culturels" est la moins reluisante de toutes. Troisièmement, notre échantillon ne contient que la moitié des fonctionnaires employés par le gouvernement canadien; l'éventail complet des effectifs de la fonction publique fédérale donnerait peut-être des résultats différents.



TABLE 1

Representativeness of the Federal public service sample: Comparison between percentage distributions of mother tongue among Federal public servants resident in each province and population aged 20 - 64 years in each province, 1961.

		<u>Mother tongue</u>				
Region		All mother tongues N <sup>1</sup>	%	English	French	Other
Canada	FPS	223,779	100.0	70.8	22.0	7.2
	pop.	9,223	100.0	55.2	27.2	17.6
Nfld.	FPS	5,397	100.0	98.1	1.4	.5
	pop.	196	100.0	97.9	1.1	1.0
P.E.I.	FPS	1,626	100.0	89.0	9.7	1.3
	pop.	47	100.0	90.1	8.1	1.8
N.S.	FPS	15,917	100.0	93.6	4.9	1.5
	pop.	353	100.0	90.9	6.2	2.9
N.B.	FPS	7,864	100.0	80.9	18.2	.9
	pop.	270	100.0	65.7	32.5	1.8
Que.	FPS	40,833	100.0	16.0	82.0	2.0
	pop.	2,622	100.0	13.8	78.9	7.3
Ont.	FPS	93,504	100.0	81.8	12.2	6.0
	pop.	3,283	100.0	72.8	7.0	20.2
Man.	FPS	11,143	100.0	74.1	5.1	20.8
	pop.	467	100.0	56.6	7.0	36.4
Sask.	FPS	8,667	100.0	78.4	3.4	18.2
	pop.	452	100.0	60.0	3.0	37.0
Alta.	FPS	14,801	100.0	78.9	3.5	17.6
	pop.	670	100.0	59.9	3.7	32.4
B.C.	FPS	21,063	100.0	89.2	1.6	9.2
	pop.	842	100.0	75.0	2.2	22.8
Yukon	FPS	1,047	100.0	75.1	3.6	21.3
	pop.	8	100.0	66.2	4.4	29.4
NWT	FPS	1,917	100.0	55.0	7.5	37.5
	pop.	115	100.0	36.1	6.9	57.5

NOTES

<sup>1</sup> Numerical totals for regional populations given in thousands.



TABLE 1 B

Percentages based on mother tongue totals

PUBLIC SERVANTSCANADAMother tongue

	All	English	French	Other	All	English	French	Other
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Nfld.	2.1	3.8	0.1	0.1	2.4	3.3	0.2	0.2
PEI	0.5	0.8	0.2	0.0	0.7	0.9	0.3	0.1
N.S.	3.8	6.3	0.9	0.6	7.1	9.4	1.6	1.4
N.B.	2.9	3.5	3.5	0.3	3.5	4.0	2.9	0.5
Qué.	28.4	7.1	82.5	11.8	18.2	4.1	68.0	5.2
Ont.	35.7	47.0	9.2	40.9	41.8	48.3	23.1	34.5
Man.	5.1	5.2	1.3	10.4	5.0	5.2	1.2	14.3
Sask.	4.9	5.3	0.6	10.2	3.9	4.3	0.6	9.8
Alta.	7.3	8.4	1.0	13.4	6.6	7.4	1.0	16.1
B.C.	9.1	12.4	0.7	11.8	9.4	11.9	0.7	12.1
Yukon	0.1	0.1	0.0	0.1	0.5	0.5	0.1	1.4
N.W.T.	0.1	0.1	0.0	0.4	0.9	0.7	0.3	4.4





Tableau 2:

Tableau fondamental qui exprime, d'une façon globale, la représentativité et les capacités linguistiques de la fonction publique fédérale.



TABLE 2

Representativeness of the Federal public service: Comparison between total Canadian population and public service sample for percentage distributions of official language and ethnic origin, 1961.

A--Percentages based on official language totals

Public service

Canada

Official language

Ethnic origin	All lang- uages	English only	French only	Both	Neither	All lang- uages	English only	French only	Both	Neither
Nl	223,731	161,889	7,829	53,565	448	18,238	12,285	3,490	2,231	232
%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
British Isles	58.6	75.4	1.6	16.4	2.9	43.8	62.2	.9	14.3	3.1
French	24.0	3.1	96.9	77.1	2.9	30.4	3.9	97.2	74.7	3.7
Other	17.4	21.5	1.6	6.5	94.2	25.8	33.9	1.9	11.0	93.2

B--Percentages based on ethnic origin totals

Ethnic origin	N	%				Nl	%			
All ethnic origins	223,731	100.0	72.4	3.5	23.9	18,238	100.0	67.4	19.1	12.2
British Isles	131,090	100.0	93.2	.1	6.7	7,997	100.0	95.5	.4	4.0
French	53,823	100.0	9.2	14.1	76.7	5,540	100.0	8.6	61.1	30.1
Other	38,818	100.0	89.6	.3	9.0	4,701	100.0	88.8	1.4	5.2

NOTES  
1. Numerical totals for total Canadian population given in thousands.



Tableau 3:

Ce tableau fournit une certaine idée de la division du travail selon les provinces. On y voit la concentration des occupations de direction et de recherche en Ontario: la sur-représentation des occupations manuelles dans les provinces de l'Est, de l'Ouest et celles du Nord. On y voit qu'à l'opposé de la plupart des autres provinces (sauf l'Ontario et dans une certaine mesure le Nouveau-Brunswick), le personnel administratif et cléricale est, au Québec, bien représenté alors que cette province contient moins que sa part des spécialistes et des professionnels. Les centres de recherche ne foisonnent probablement pas au Québec.

Le lecteur doit cependant se souvenir que, dans la fonction publique fédérale, l'allocation des occupations à travers le territoire canadien dépend de plusieurs facteurs -- administratifs, économiques, politiques, géographiques, etc -- et que l'expression "moins que sa part..." doit être lue avec prudence.





TABLE 3

Federal public servants, showing percentage distribution by province and occupation, 1961

A--Percentages based on occupation totals

Occupation

Region	All occu- pations	Mana- gerial	Professional engineers	Physical & biological scientists	Other pro- fessional	Cle- rical	Crafts- men	Labour- ers	Other	Not stated
Canada N %	223,779 100.0	17,622 100.0	2,437 100.0	3,570 100.0	20,115 100.0	88,414 100.0	25,666 100.0	8,162 100.0	54,256 100.0	3,537 100.0
Nfld.	2.4	1.6	1.3	1.4	1.6	1.6	2.9	4.6	3.8	3.2
P.E.I.	.7	.4	.4	.8	.4	.4	1.2	1.7	1.1	.6
N.S.	7.1	4.2	6.8	5.4	5.0	4.9	14.1	15.3	7.7	11.9
N.B.	3.5	4.1	1.8	2.9	2.9	2.9	4.0	4.8	4.3	2.5
Quebec	18.2	18.6	11.9	10.0	16.6	19.7	16.7	15.2	18.6	15.2
Ont.	41.8	51.4	60.7	52.3	50.9	48.0	32.1	23.8	31.5	38.4
Man.	5.0	3.5	2.5	5.6	4.4	4.6	5.5	6.1	5.9	4.6
Sask.	3.9	3.1	3.9	7.3	3.4	3.2	2.4	3.5	6.0	2.0
Alta.	6.6	4.1	4.1	7.7	5.4	6.0	7.5	9.3	8.1	5.3
B.C.	9.4	8.3	5.3	5.8	8.4	8.3	11.3	9.8	11.5	8.0
Yukon	.5	.2	.6	.2	.4	.2	1.0	1.6	.5	.4
N.W.T.	.9	.5	.7	.6	.6	.2	1.3	4.3	1.0	7.9



Table 3 (cont'd)

B---Percentages based on province totals

	All occu- pations	Man- gerial	Professional engineers	Physical & biological scientists	Other pro- fessional	Cle- rical	Crafts- men	Labour- ers	Other	Not stated
	N	%								
Canada	223,779	100.0	7.9	1.6	9.0	39.5	11.5	3.6	24.2	1.6
Nfld.	5,397	100.0	5.3	1.0	6.0	25.7	13.8	7.0	38.5	2.1
P.E.I.	1,629	100.0	4.9	1.7	5.1	23.3	18.8	8.6	35.6	1.4
N.S.	15,917	100.0	4.6	1.2	6.3	27.5	22.8	7.8	26.2	2.6
N.B.	7,864	100.0	9.2	1.3	7.5	32.5	13.2	5.0	29.6	1.1
Que.	40,833	100.0	8.0	.9	8.2	42.6	10.5	3.0	24.8	1.3
Ont.	93,504	100.0	9.7	2.0	10.9	45.3	8.7	2.1	18.2	1.4
Man.	11,143	100.0	5.5	1.8	8.0	36.7	12.7	4.5	28.7	1.5
Sask.	8,667	100.0	6.3	3.0	8.0	32.8	7.0	3.3	37.7	.8
Alta.	14,801	100.0	4.9	1.9	7.3	35.9	13.1	5.1	29.8	1.3
B.C.	21,063	100.0	7.0	1.0	8.0	34.9	13.8	3.8	29.6	1.3
Yukon	1,047	100.0	3.3	.9	8.0	18.7	25.4	12.9	28.2	1.3
N.W.T.	1,917	100.0	4.8	1.0	6.7	9.0	17.3	18.5	27.3	14.5



Tableau 4:

Ce tableau répète en détail les affirmations contenues dans l'analyse concernant la division du travail selon le sexe et la langue maternelle. Certains faits méritent d'être mentionnés: la concentration des hommes canadiens-français chez les employés de bureau, la forte proportion des "autres groupes culturels" chez les ingénieurs et scientifiques (i.e. les spécialistes) ainsi que chez les manoeuvres, la sur-représentation des anglophones chez les administrateurs et les occupations élevées en général. Si on était en possession de plus de données, de belles théories de mobilité sociale à l'intérieur d'une bureaucratie et d'une société pourraient probablement être élaborées.









Tableau 5:

Ce tableau montre bien les écarts de revenu qui existent entre les deux sexes partout au Canada.



TABLE 5

Federal public servants, showing average  
annual income by sex and province of residence

Province	Sex		Both
	Male	Female	
Canada	\$4,097	\$2,290	\$3,570
Nfld.	3,494	1,614	3,117
P.E.I.	2,849	1,677	2,643
N.S.	3,499	1,950	3,173
N.B.	3,580	1,902	3,162
Quebec	3,912	2,309	3,490
Ont.	4,519	2,522	3,836
Man.	3,928	2,005	3,367
Sask.	3,747	1,916	3,260
Alta.	3,887	1,902	3,315
B.C.	4,036	2,023	3,505
Yukon	4,371	2,550	4,037
N.W.T.	4,606	2,377	4,379





Tableau 6:

Ce tableau exprime d'une façon différente, la division du travail régionale de la fonction publique canadienne. Le lecteur doit se souvenir que la fonction publique fédérale a standardisé tous les salaires: à position égale dans une occupation égale, le salaire est le même partout au Canada. Seuls les fonctionnaires du Yukon et des Territoires-du-Nord-Ouest reçoivent une compensation à cause de leur isolement. La Table 6 montre bien que certaines régions contiennent, à occupation égale, des fonctionnaires plus qualifiés que ceux des autres régions, la qualification étant étroitement reliée au salaire. Pour interpréter ces données, il faut tenir compte du fait que les catégories occupationnelles sont assez grossières (ce qui signifie que les occupations ne sont pas toujours égales) et que chacune des régions ne comprend pas des effectifs semblables. Ainsi le groupe des ingénieurs de l'Ile-du-Prince-Edouard est relativement simple et numériquement faible par rapport à celui des ingénieurs de l'Ontario; la hiérarchie y est aussi moins complexe.



TABLE 6

Federal public servants, showing average annual income  
by occupation and province of residence, 1961

	All occu- pations	Mana- gerial	Professional Engineers	Physical & biological scientists	Other pro- fessional	Cle- rical	Crafts- men	Labour- ers	Other	Not Stated
Canada	\$3,570	\$6,016	\$7,353	\$6,607	\$5,024	\$2,836	\$3,866	\$2,275	\$3,087	\$3,891
Nfld.	3,117	2,510	6,307	5,988	4,161	2,597	3,593	2,021	2,891	2,944
P.E.I.	2,643	5,005	5,411	4,829	4,364	2,400	2,791	1,364	2,308	2,681
N.S.	3,173	5,011	6,014	6,226	4,517	2,643	3,491	2,282	2,784	3,555
N.B.	3,162	5,083	6,105	5,631	4,734	2,576	3,168	2,144	2,792	3,529
Quebec	3,490	5,496	6,883	5,808	5,223	2,955	3,795	2,217	3,022	3,523
Ont.	3,836	6,603	7,822	7,244	5,222	2,940	3,983	2,371	3,087	4,379
Man.	3,367	5,629	6,502	6,168	4,755	2,597	4,051	2,420	3,121	3,513
Sask.	3,260	5,258	6,800	5,662	4,346	2,653	3,608	1,655	2,981	3,653
Alta.	3,315	5,630	6,428	5,864	4,639	2,532	3,983	2,280	3,180	3,436
B.C.	3,505	5,176	6,863	6,002	4,695	2,598	4,234	2,722	3,451	3,715
Yukon	4,037	6,653	7,629	6,467	5,024	3,440	4,626	1,896	4,011	4,830
N.W.T.	4,379	7,830	8,600	7,585	5,133	4,074	4,968	2,131	4,525	6,563

/l.m.



Tableau 7:

Théoriquement et juridiquement, la fonction publique fédérale a adopté la maxime "à travail égal, salaire égal". Cependant plusieurs mécanismes font que les occupations ne sont pas égales entre les deux sexes et que, quand les occupations sont égales, les salaires ne sont pas égaux. Mais nous ne disposons pas des données qui pourraient expliquer ces mécanismes.





TABLE 7

Federal public servants, showing the number and average annual income of each occupational category, by sex, 1961.

		<u>Sex</u>		
Occupation		Male	Female	Both
All occupations	No.	158,289	65,490	223,779
	Av.	\$4,097	\$2,290	\$3,570
Managerial	No.	16,804	818	17,622
	Av.	\$6,085	\$4,592	\$6,016
Professional engineers	No.	2,435	2	2,437
	Av.	\$7,355	\$5,000	\$7,353
Physical and Biological scientists	No.	3,380	190	3,570
	Av.	\$6,727	\$4,463	\$6,607
Other professionals	No.	16,746	3,369	20,115
	Av.	\$5,268	\$3,808	\$5,024
Clerical	No.	37,456	50,958	88,414
	Av.	\$3,595	\$2,274	\$2,836
Craftsmen	No.	25,208	458	25,666
	Av.	\$3,893	\$2,372	\$3,866
Labourers	No.	8,056	106	8,162
	Av.	\$2,288	\$1,293	\$2,275
Other	No.	45,072	9,184	54,256
	Av.	\$3,396	\$1,555	\$3,087
Not stated	No.	3,132	405	3,537
	Av.	\$4,084	\$2,629	\$3,891



Tableau 8:

En général, à occupation égale, les bilingues reçoivent des salaires supérieurs aux unilingues anglais qui possèdent des salaires supérieurs aux unilingues français. Ceux qui parlent ni l'une ni l'autre des langues officielles viennent au dernier rang. Deux exceptions: les ingénieurs et les ouvriers spécialisés. Une interprétation prudente de ces données nécessite cependant une connaissance du nombre et de l'identité ethnique des individus cachés derrière ces salaires. Il faut se souvenir de la remarque contenue dans l'analyse, à savoir que les francophones, qui fournissent le gros des effectifs des bilingues, profitent cependant moins du bilinguisme que les anglophones.



TABLE 8

Average annual income of federal public servants  
by official language and occupation, 1961.

Official language

Occupation	All languages	English only	French only	English and French	Neither English nor French
All occupations	\$3,570	\$3,560	\$2,388	\$3,782	\$1,971
Managerial	6,016	5,983	4,371	6,130	3,050
Professional engineers	7,354	7,383	4,100	7,296	--
Physical and biological scientists	6,612	6,605	4,933	6,655	--
Other professionals	5,024	4,925	3,714	5,334	3,250
Clerical	2,836	2,777	2,109	3,081	2,821
Craftsmen	3,865	3,900	3,282	3,873	2,294
Labourers	2,276	2,270	2,098	2,459	1,687
Others	3,087	3,136	2,259	3,162	1,994
Not stated	3,893	3,916	2,328	4,075	--





Tableau 9:

Ce tableau reprend d'une façon détaillé les affirmations contenues dans l'analyse (page 20): à occupation égale les groupes culturels différents (de langue maternelle différente) possèdent des revenus différents. D'une façon générale, l'ordre des revenus est le suivant:

1. Canadiens anglais 2. Canadien français 3. autres groupes. Mais on voit que cet ordre n'est pas le même pour toutes les occupations. Par exemple chez les ingénieurs et les scientifiques, les autres groupes devancent les Canadiens français. Chez les "autres professionnels", les Canadiens français ont la plus haute moyenne de revenus.



TABLE 9

Federal public servants, showing number and average annual income of each occupational category, by mother tongue, 1961.

		<u>Mother tongue</u>			
Occupation		All Mother tongues	English	French	Other
All occupations	No.	223,779	158,403	49,188	16,188
	Av.	\$3,570	\$3,660	\$3,390	\$3,228
Managerial	No.	17,622	13,666	3,183	733
	Av.	\$6,016	\$6,152	\$5,592	\$5,345
Professional engineers	No.	2,437	1,930	225	282
	Av.	\$7,353	\$7,492	\$6,708	\$6,923
Physical and biological scientists	No.	3,570	2,794	333	443
	Av.	\$6,607	\$6,778	\$5,766	\$6,163
Other professionals	No.	20,115	15,010	3,588	1,517
	Av.	\$5,024	\$5,035	\$5,154	\$4,615
Clerical	No.	88,414	61,530	21,896	4,988
	Av.	\$2,836	\$2,815	\$2,956	\$2,574
Craftsmen	No.	25,666	18,230	5,435	2,001
	Av.	\$3,866	\$3,931	\$3,720	\$3,670
Labourers	No.	8,162	5,169	1,494	1,499
	Av.	\$2,275	\$2,338	\$2,381	\$1,947
Other	No.	54,256	37,442	12,346	4,468
	Av.	\$3,087	\$3,176	\$2,922	\$2,793
Not stated	No.	3,537	2,632	688	217
	Av.	\$3,891	\$4,013	\$3,525	\$3,594



Tableau 10:

On y voit que chez chacun des groupes ethniques les bilingues ont une division du travail différente des unilingues: ils se concentrent davantage dans les occupations dites "supérieures" (selon la définition contenue dans l'analyse.) Parce que la majorité des Canadiens français sont bilingues, c'est chez eux que les différences occupationnelles entre bilingues et unilingues sont les moins fortes. Le tableau montre qu'il n'y a presque pas de place dans les occupations supérieures pour les unilingues français ou "autres", alors qu'il y a place pour les unilingues anglais. Enfin il est presque impossible à celui qui ne parle ni l'anglais ni le français de joindre une occupation supérieure de la fonction publique; seuls quelques ouvriers spécialisés et manoeuvres qui ne parlent ni l'une ni l'autre langues officielles sont à l'emploi de la fonction publique.





TABLE 10

Percentage distribution of federal public servants, by official language, occupation, and ethnic origin, 1961.

I British Isles						
Official language						
Occupation	All languages	English only	French only	English and French	Neither English nor French	
All occupations	N 131,090 %	122,142 100.0	125 100.0	8,810 100.0	13 <sup>1</sup> 100.0	- 73 -
Managerial	9.1	8.5	0.0	16.8		
Professional engineers	1.2	1.1	0.0	2.6		
Physical and biological scientists	1.8	1.6	0.0	3.8		
Other professionals	9.6	9.1	4.0	15.5		
Clerical	38.7	39.1	35.2	34.8		
Craftsmen	11.4	11.6	14.4	8.3		
Labourers	3.1	3.2	7.2	1.8		
Others	23.5	24.2	37.6	14.5		
Not stated	1.6	1.6	1.6	1.9		



TABLE 10 (cont'd)

II FrenchOfficial language

Occupation	N %	All languages	English only	French only	English and French	Neither English nor French
All occupations		58,823 100.0	4,970 100.0	7,577 100.0	41,263 100.0	13 <sup>1</sup> 100.0
Managerial		6.5	5.7	1.0	7.6	
Professional engineers		.5	.6	.1	.5	
Physical and biological scientists		.7	.7	.1	.8	
Other professionals		7.3	7.4	2.0	8.3	
Clerical		44.0	39.0	36.2	46.0	
Craftsmen		11.4	14.4	12.6	10.8	
Labourers		3.2	5.1	5.6	2.6	
Others		25.0	25.4	41.1	22.0	
Not stated		1.4	1.7	1.3	1.4	



TABLE 10 (cont'd)

III OtherOfficial language

Occupation	All languages	English only	French only	English and French	Neither English nor French
All occupations	N 38,818 100.0	34,777 100.0	127 100.0	3,492 100.0	422 100.0
Managerial	5.8	5.4	1.6	10.5	.5
Professional engineers	1.4	1.3	0.0	2.7	0.0
Physical and biological scientists	2.3	2.1	0.0	4.5	0.0
Other professionals	9.4	8.7	8.7	16.9	.7
Clerical	36.1	36.4	22.7	37.2	2.1
Craftsmen	11.8	12.1	19.7	8.4	19.0
Labourers	6.0	5.9	13.4	2.1	48.8
Others	25.6	26.5	31.5	16.0	28.9
Not stated	1.6	1.6	2.4	1.7	0.0





TABLE 10 (cont'd)

## IV All ethnic origins

A--Percentages based on official language totals

Occupation	All languages	Official language			English and French	Neither English nor French
		English only	French only			
All occupations	N 223,731 %	161,889 100.0	7,829 100.0		53,565 100.0	448 100.0
Managerial	7.9	7.8	1.0	9.3		.4
Professional engineers	1.1	1.2	.1	1.0		.0
Physical and biological scientists	1.6	1.7	.1	1.5		.0
Other professionals	9.0	9.0	2.1	10.0		1.3
(Total, high status occupations)	(19.6)	(19.7)	(3.3)	(21.8)		(1.7)
Clerical	39.5	38.4	35.9	43.6		5.4
Craftsmen	11.5	11.8	12.8	10.3		18.3
Labourers	3.6	3.8	5.8	2.4		46.0
Others	24.2	24.7	40.8	20.4		28.6
Not stated	1.6	1.6	1.4	1.5		.0
(Total, low status occupations)	(80.4)	(80.3)	(96.7)	(78.2)		(98.3)



TABLE 10 (cont'd)

B--Percentages based on occupation totals

Official language

Occupation	All languages N	English only %	English only	French only	English and French	Neither English nor French
All occupations	223,731	100.0	72.4	3.5	23.9	.2
Managerial	17,617	100.0	71.3	.5	28.2	0.0
Professional engineers	2,429	100.0	77.9	.3	21.8	0.0
Physical and biological scientists	3,563	100.0	77.0	.2	22.8	0.0
Other professionals	20,118	100.0	72.5	.8	26.7	0.0
Clerical	88,407	100.0	70.4	3.2	26.4	0.0
Craftsmen	25,664	100.0	74.4	3.9	21.4	.3
Labourers	8,160	100.0	76.2	5.5	15.8	2.5
Others	54,243	100.0	73.7	5.9	20.2	.2
Not stated	3,530	100.0	74.3	3.0	22.7	0.0

<sup>1</sup> Number of persons falling into this category is too small to permit meaningful percentage distribution.



Tableau 11:

Parce qu'elle était la plus homogène, cette classe occupationnelle avait fait l'objet d'une étude particulière: voir les pages 26, 28 et 29. C'est dans cette occupation que les Canadiens français sont les moins bien représentés (10.2%) alors qu'ils réussissent à <sup>y</sup>former 39.6% des bilingues. Les autres groupes ethniques y tiennent une bonne place. L'occupation d'ingénieur est, en règle générale, la mieux rémunérée dans toute la fonction publique fédérale.





TABLE 11

Percentage distribution of official language and ethnic origin of professional engineers in the federal public service, 1961.

A--Percentages based on official language totals

Ethnic origin	All languages	English only	French only	Both English and French	Neither English nor French
N	2,429	1,892	7	530	0
%	100.0	100.0	100.0	100.0	100.0
British Isles	67.1	74.2	--	42.9	--
French	10.2	1.6	--	39.6	--
Other	22.7	24.2	--	17.5	--

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B--Percentages based on ethnic origin totals

Ethnic origin	N	%	English only	French only	Both English and French	Neither English nor French
All ethnic origins	2,429	100.0	77.9	.3	21.8	0.0
British Isles	1,630	100.0	86.1	0.0	13.9	0.0
French	248	100.0	12.5	2.8	84.7	0.0
Other	551	100.0	83.1	0.0	16.9	0.0



Tableau 12:

Les deux populations comparées se ressemblent sur plus d'un point mais diffèrent aussi sur plusieurs autres. Le fait peut-être le plus frappant est l'énorme concentration, dans les territoires du Nord-Ouest, des fonctionnaires qui ne parlent ni l'anglais ni l'autre des deux langues officielles. S'agit-il surtout d'indiens ou de très récents néo-canadiens?



Regional distribution of Canadian population aged 20-64 years, and federal public servants, by official language, 1961.

NOTES:

1. Numerical totals for Canada given in thousands.

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Tableau 13:

Ce tableau représente une tentative de différencier les fonctionnaires de la région de la capitale fédérale de ceux du Québec et de l'Ontario. On y voit qu'en règle générale ceux de la région d'Ottawa ont un revenu supérieurs aux autres.



TABLE 13<sup>1</sup>

Average annual incomes by official language and mother tongue of public servants in the Ottawa Metropolitan Area, by province of residence, 1961.

<u>Mother tongue</u>	<u>Ottawa M.A. (Ontario residents)</u>	<u>All Ontario</u>	<u>Ottawa M.A. (Quebec residents)</u>	<u>All Quebec</u>
English	\$4,214	\$3,895	\$4,258	\$4,055
French	3,673	3,542	3,443	3,385
Other	5,028	3,631	4,625	3,284
Total	4,519	3,836	3,601	3,490
<u>Official Language</u>				
English only	4,656	3,795	4,358	3,934
French only	2,354	2,621	2,227	2,381
Both English & French	4,247	4,044	3,580	3,711
Neither English nor French	2,980	2,528	0	1,585
<u>All languages:</u>				
Male	5,388	4,519	4,171	3,912
Female	3,136	2,522	2,549	2,309
Total	4,519	3,836	3,601	3,490

<sup>1</sup> In the Metropolitan Area of Ottawa, there were 45,619 public servants, representing about twenty per cent of the entire public service at the time of the Census in 1961. Only fifteen per cent of them lived east of the provincial boundary. In total, they were equal to forty-nine per cent of all public servants resident in Ontario. The differences in average annual incomes that resulted when these Ottawa M.A. residents were subdivided according to their provincial residence are found in this table.



